

base. I think I could probably do undergraduate as well as graduate. I would probably focus in the graduate realm because my role has been in the clinical nurse specialty area a long time. I like that role, and I feel like there is some under-use of that role.”

“Well, graduate or undergraduate, and a combination of classroom and clinical. And I already know that <is what I want to do>.”

Of the 24 RNs with advanced degrees that participated in our focus group discussions of the faculty role, 9 (37.5%) of them indicated they would definitely not consider becoming nurse educators in the future. Their reasoning behind that decision is presented below:

“I don’t want to be one of those people, I don’t want to have that perception of the old stale faculty member.”

“As a retired state employee, I can only earn X number of dollars through the state -- half of my past salary. That’s a limit that is imposed by the state.”

“I currently am not <considering a faculty job in the future> because I feel like I am doing that in my job so I have the best of both worlds. I have a job where I feel like I am doing all I would do as a faculty member. And that is because I am coordinating a program where I am teaching brand new nurses but they are pretty much like students, you know, the first few months I have them. So I get to teach and I get to mentor and try to steer them, help them make choices and get to do the things that I would do as a faculty member. But on the flip side of it I have the benefits of working in a health system with all the pay compensation, retirement and all of that. So I would never consider it now.”

“I really enjoy the hands-on clinical stuff I get to do, you know, the patient contact. I can’t imagine myself ever really wanting to leave that entirely. I do enjoy working with students in my setting and feeling like I am participating in their growth in some way. But I enjoy patient contact. So I can’t imagine really wanting to leave that unless it is to teach like, you know, art or stained glass or something. As I look toward retirement I don’t think there will be any faculty teaching or anything like that for me.”

“It’s not a natural thing to stand up in front of people and talk. Particularly, you know, when you are talking to a generation that may be much more technologically savvy than you are. And you are trying to tell them about something and they can correct you if they are right about a lot of things.”

“Another thing that really makes it not possible to do what I would like to do in teaching and go where I might would want to teach, is that it would require a PhD. And at this point in my life, that is not even a thought that crosses my mind, to try to go back to school right now. ...It’s not even something I could consider right now -- to go back and get a doctorate.”

“Another thing that makes faculty unappealing to me is because when I do certain guest lectures, they have been online courses. And if you are not raised with online courses, I am not comfortable with that format. I know that there is a place for them but there are so many online courses now that it has taken away, in my mind, what the experience of school was about. I am old fashioned. I like being with people.”

“I’m not intrigued by practical nursing or diploma programs or even two-year AD programs. I believe, and